

NHS Ayrshire & Arran



Meeting:	Ayrshire and Arran NHS Board
Meeting date:	Monday 11 August 2025
Title:	Staff Governance Committee meeting on 23rd July 2025 Chair's report to NHS Board
Responsible Director:	Sarah Leslie, Director of People, Safety & Culture
Report Author:	Sarah Leslie, Director of People, Safety & Culture

1. Purpose

This is presented to the Board for: Discussion.

This paper relates to: Local policy to ensure good governance practice in reporting from Board committees

This aligns to the NHS Scotland quality ambitions of Safe, Effective and Person Centred. Good governance practice supports the effective delivery of services across the organisation.

2. Report summary

2.1 Situation

This report provides information to Board Members on key updates discussed within the Governance Committee's remit, in order to provide assurance to the Board that those matters have been identified and are being addressed, where required.

2.2 Background

The Board Model Standing Orders advises that Board meeting papers will include the minutes of committee meetings which the relevant committee has approved. To ensure that there is no delay in reporting from committees this paper provides a timely update on key updates from committees.

2.3 Assessment

Key updates agreed by Committee are noted below. Identification of organisational risks, stakeholder considerations and other impacts were included in papers to the Committee.

- The Committee received an update on the planned refresh of the People Strategy and were advised that the Department of Organisational Human Resources and Development and undergone an internal review and were now

named the People, Safety & Culture Directorate which was felt emphasised the workforce strategic priorities. Members were advised that the updated People Strategy would be launched in late Autumn.

- Members received a positive update from the Nursing Directorate and in particular noted the encouraging iMatter and PDR results. The Directorate achieved 95% iMatter response rate, with 90% of action plans completed within the timeframe and an EEI score of 83%. Current PDR compliance rate is 67% which is above the NHS A&A local target and they are pushing towards achieving the national target of 80%. The Directorate has implemented a buddying scheme, initially implemented within the CMT, which has improved relationships and connections within the Nursing Directorate.
- The Committee received positive updates on recent activities promoting the staff wellbeing service, including various events and classes during the World Wellbeing Week in June. The Staff Wellbeing app and Viva Engage Community continues to grow and raise awareness and encourage staff to discover resources which support their wellbeing.
- Members were provided with a draft copy of the Culture Framework, noting the focus on culture priorities and were afforded the opportunity to review and provide feedback on the draft framework before final drafts are submitted to Corporate Management Team, Area Partnership Forum and Board later in the year.

2.4 Recommendation

The Board is asked to be aware of and discuss the key updates highlighted, and receive assurance that issues are being addressed, where required.